

**JEROME C. MANUEL**

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To Whom It May Concern:

This letter is being written as a personal and professional reference for Mr. Charles Arndt.

I have personally known Mr. Arndt for over 25 years in both a professional and personal capacity. I have known him to be one of the most competent professionals I have been associated with in my 32 years of involvement in the field of MR/DD. I have worked alongside Mr. Arndt and he has worked for me over the years.

During my time as the Director of the Ohio department of Mental Retardation and Developmental Disabilities (1991-1999), I entered into a contract with the Ohio Association of County Boards of MR/DD for a four-year project on Medicaid technical assistance to the County Boards of MR/DD. Mr. Arndt, as the Executive Director of the Ohio Association of County Boards of MR/DD, was the project manager and trained, provided technical support and direct assistance to the field on understanding Medicaid. His efforts resulted in millions of new dollars to Ohio counties that benefited improving the lives of the citizens of Ohio with MR/DD. Mr. Arndt was responsible for not only the tremendous fiscal impact on programs and services, but created landmark state legislation that set the course for thousands of new residential supports and federal Medicaid waivers for individuals who were on waiting lists with little or no hope of receiving services.

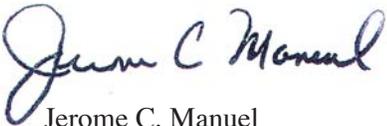
Mr. Arndt's accomplishments on behalf of citizens of Ohio with MR/DD over the years was outstanding. He is an individual who never sought personal acclamations but looked to serve unselfishly the people he represented. He was a true advocate for individuals with MR/DD, and used the governmental system to promote funding, laws, and policies and procedures that were not detrimental to the well-being of the individuals served.

Mr. Arndt led Ohio's progress during difficult times. Without his leadership, Ohio would not be in the position of leadership in areas of Medicaid reform, self-determination, management training, and assuring the health, safety and welfare of individuals receiving services.

I would attest that anyone considering using Mr. Arndt's services and technical expertise will receive an individual with a strong work ethic, a dedication to providing quality results, as well as the desired outcome of their project.

I welcome the opportunity to discuss the positive qualities of Mr. Arndt in further detail. Please feel free to contact me at 740-360-4145.

Sincerely,



Jerome C. Manuel